



ARISE INTEGRATED INDUSTRIAL PLATFORM (IIP)

Sustainability Charter

As a leading industrial infrastructure developer and operator in Africa, we believe that ARISE IIP plays an important role in enabling and promoting sustainable development in the region and thereby benefits all our stakeholders including communities and local governments, employees, and shareholders and the natural environment.

At ARISE, sustainability is at the core of our business strategy and is closely integrated into all our decision-making processes. We strongly believe that integrating sustainability into our strategy and functional processes makes our business resilient and provides us with a competitive advantage in the market, in the community where we operate, and with our investors.

The underlying pillars of all our sustainability endeavours are our core stakeholders – **E**mployees, **E**nvironment, **C**ommunities, **G**overnments, and **S**hareholders. The Sustainability Charter (“Charter”) seeks to list various ways in which we strive to serve and empower each of these pillars through our sustainability strategy.

Scope

The Charter is applicable to all the current and new ARISE IIP businesses including those businesses currently under development.

Stakeholders – Key Pillar of Our Sustainability Strategy

Serving the following stakeholders is central to our sustainability strategy.

- **Employees** - Our employees are our most important assets who contribute towards our growth, and we are committed to providing them with a safe and healthy working environment, a workplace committed to diversity and inclusivity, and where employees are provided opportunity to learn, grow and thrive in their careers.
- **Environment** – The environment in which we build and operate, we believe, must be protected from harmful impacts, and we are committed to minimizing any negative impacts from our operations and supply chains. We strive to make positive contributions by adopting and integrating sustainable environment-friendly measures into every aspect of our business.
- **Communities** – We believe that we owe to the communities in which we operate and that communities must benefit from the projects that we implement. We are committed to engaging and working with them to ensure that our projects bring necessary positive benefits to the communities.
- **Government** – In developing industrial ecosystems, we partner with governments and aspire to be their partners in fulfilling development and economic prosperity goals. Also, we are committed to ensuring that the governments earn fair share of revenues through economic development projects.
- **Shareholders** – By continuously evolving our business strategies and implementing innovative value-generating projects, we are committed to increasing the returns for our shareholders.

The below-listed items are the key endeavours that all ARISE IIP businesses and all employees will strive to achieve by integrating these requirements across all project phases, business functions and respective duties.

Employees

- Eliminate all forms of discrimination and implement best practices to ensure that all employees are treated equally irrespective of gender, nationality, disability, race, religion, economic or any other status.
- Provide training and professional growth opportunities to all employees across all levels of organization and strive to provide a work environment where all employees can thrive and grow in their profession.
- Develop leadership talent within the company through on-the-job and other training modes and thereby contribute towards developing in-country leadership talent.
- Provide opportunities for employee ownership of business where possible and achievable in alignment with other business considerations.
- Provide safe and healthy working conditions to all employees and business partners working on ARISE premises. Ensure gender-based safety norms are considered and implemented project design, development and operational phase.
- Seek to provide wages that exceed the living wages (where wages are defined by the government in the country of operation), and pay fair compensation for the duties performed.
- Implement employee-support programs to increase the percentage of home ownership and to improve access to further education for all ARISE employees.

Environment

- Consider carbon footprint across all project phases including embodied carbon in materials and adopt and implement low-carbon technologies thereby reducing overall carbon footprint.
- Strive to source 50% of the energy requirement within the project's operational boundary, irrespective of operational control, from renewable energy sources.
- Set targets and goals for carbon footprint reduction, and actively track and publish carbon footprint data and progress against the targets and goals.
- Adopt best practices for sustainable operations across all project phases including circular economy principles for managing all resources such as materials, water, and waste throughout procurement, use, and disposal phases.
- Implement sustainable measures and adopt best practices to protect natural environment including biodiversity within operational boundaries and across supply chains.
- Implement and own sustainable supply chain management measures including ensuring traceability of sourced materials throughout the supply chain and legality of all the raw materials sourced by ARISE. Where applicable, partner with supply chain participants to improve and upgrade sustainability measures across the supply chain.

Communities

- Engage with the local communities during all stages of project development and implementation. Consider opportunities to partner and/or collaborate with local communities to build or upgrade local community infrastructure such as educational, healthcare, energy, water and sanitation, housing, mobility infrastructure, and emergency management infrastructure.
- Strive to increase and improve gender balance in hiring and retaining staff with year-on-year targets and goals aligned with local industry standards to ensure female employees are well-represented across all levels of the organization. Further, implement programs to enhance job-related skills for female members of the local communities.

- Ensure that the ARISE policies for avoiding forced labour and child labour and providing decent working conditions are adopted and implemented across all ARISE businesses and ARISE's business partners.
- Encourage and enable supply chain partners, specifically the raw material sourcing partners, to adopt sustainable practices to mitigate climate risks and protect biodiversity and environment.
- Seek to reduce income inequality across the value chain including the local communities through innovative business models and partnerships with value chain partners across the supply chains.
- Aim to improve the financial stability and spending capacity in the communities where we operate through wages earned within ARISE operations, providing opportunities to local businesses, and imparting entrepreneurship training to local community members and funding innovative businesses by local entrepreneurs.
- Enhance the participation of farmers and other stakeholders in the value chain with a collaborative process.

Government

- Help increase overall revenue for the governments from the industries in which we operate and thereby the overall GDP of the country
- Help ensure all export proceeds by and via ARISE operations come from official (government) channels in order to be captured within country's GDP.
- Through the introduction of value-adding natural resource processing operations and by building local industrial ecosystems and the supporting infrastructure, contribute towards reducing the foreign exchange imbalance in the countries where we operate
- Help in upskilling local workforce to ensure sustainability of high skill workforce by providing necessary regulatory approvals on training courses and O&M cost and contributing by setting vocational training centres to achieve the desired employment targets.
- Share best practice knowledge with the local industry groups and associations thereby promoting sustainable industrial growth and economic prosperity.
- Strive to recruit, train, and employ members from the local communities. Aim to hire at a minimum 70% of the work force from the same country where project is based.

Shareholders

- Strive for sustained value-creation by adopting sustainable business practices across the business value-chain which create competitive advantage for the business.
- Commit to transparency by tracking operational and impact data and publishing the relevant data on an ongoing basis for our stakeholders.
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Charter Ownership and Implementation

Each and every ARISE employee is expected to own this Charter and is therefore responsible for implementing the requirements stated in this Charter.

Charter Revision

The Charter will be reviewed and updated annually by the ESG team. Any changes or updates must be reviewed and approved by the ESG Sub-committee team before release.

